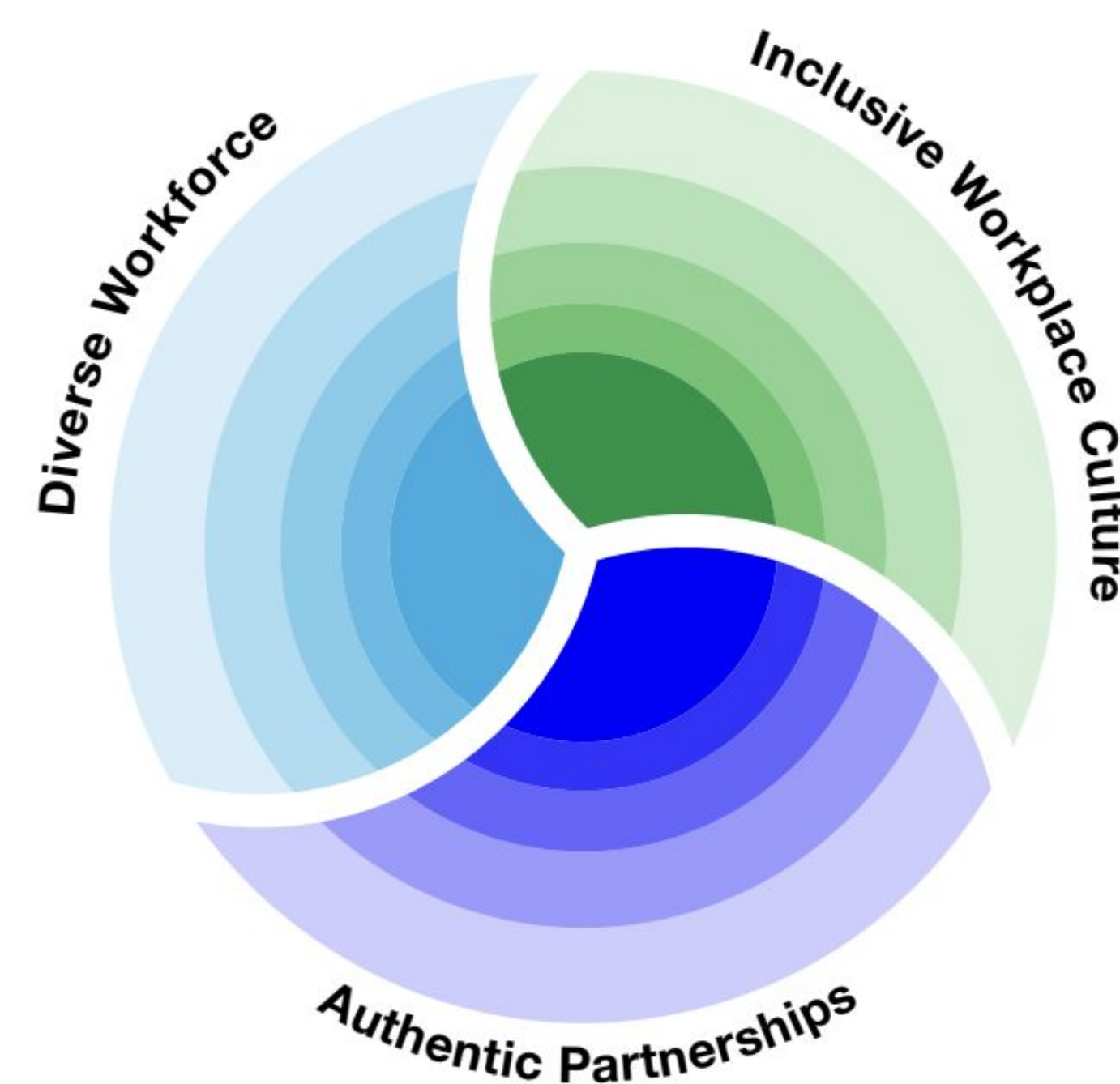


# CIRES Diversity, Equity and Inclusion (DEI) Program Updates

## DEI Strategic Plan

The CIRES DEI Strategic Plan was designed and adopted in 2021, and the three strategic imperatives are included below.

- Inclusive Workplace Culture**  
Fostering an inclusive, respectful culture that recognizes and embraces the diversity of our communities.
- Diverse Workforce**  
Building capacity to successfully recruit and hire a diverse workforce.
- Authentic Partnerships**  
Creating authentic partnerships with those who are most impacted by our work and with organizations that serve underrepresented and marginalized groups in environmental sciences.



## Research on DEI Initiatives

Research has shown that DEI efforts can support organizations in the following ways:

Teams that utilize inclusive norms and develop psychological safety in order to engage diverse perspectives are more successful at catalyzing innovative ideas and problem-solving.

Effective recruitment through intentional relationship building with minority serving institutions helps to build a diverse workforce in environmental science and geosciences.

Securing sponsored funding is increasingly dependent on clear indications of an inclusive workplace culture, diverse research teams and the engagement of diverse stakeholders.

Sustained dialogue across the organization regarding the societal impact of our work will support our commitment to addressing disproportionate environmental risks.

## New Programs

The following programs have been launched since September 2023.

- **CIRES DEI Newsletter**, sent twice a month to 127 CIRES employees.
- **CIRES DEI Guest Speaker Events**, hosted three events with 367 total attendees.
- **CIRES DEI Group Norm Consultations**, offered presentations for 3 teams.
- **CIRES DEI Impact Grant**, received \$13K in funding for a community-engaged research working group in 2024.
- **CIRES Student Program Network**, coordinated meetings with 5 student programs across CIRES and provided holistic application review recommendations.
- **CIRES DEI Committees**, joined meetings across CU & NOAA with 5 committees and helped to build programming.
- **CIRES & MENV Equity-Focused Dialogic Skills Series Program**, registered 42 participants, hosted two seminars and three workshops to support dialogic skills.

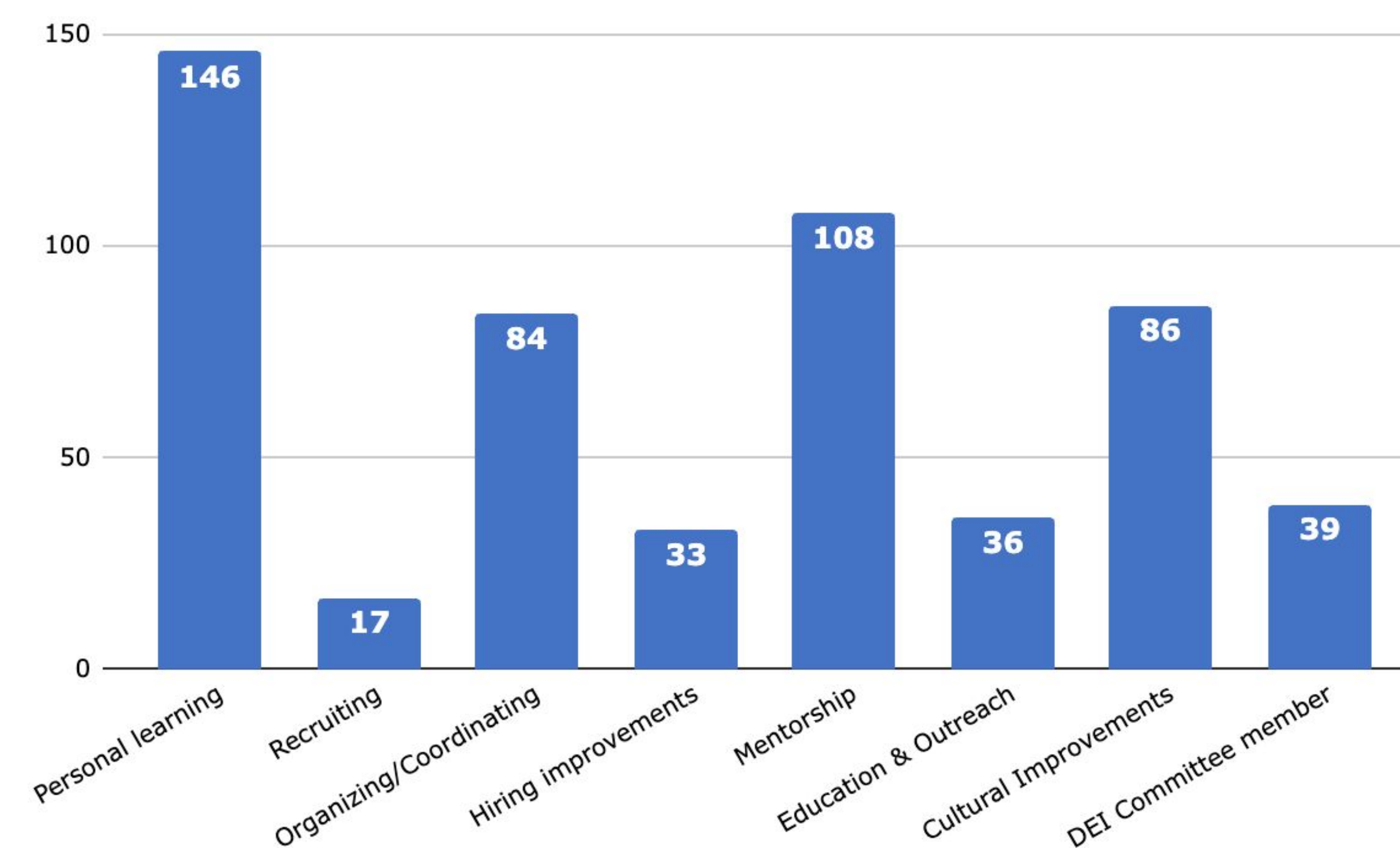
## ASA Data on DEI Engagement

For the last three years, CIRES employees have been asked to report their engagement with diversity, equity and inclusion (DEI) activities with which they were involved over the past year on their Annual Summary of Accomplishments.

During 2021 and 2022, the prompt for the DEI engagement was included in the "Professional Activities" section of the ASA. In 2023, the prompt for employee DEI engagement was moved to the "Professional Summary" section of the ASA which is required for all employees, which resulted in a higher number of codable responses.

**Table 1. Response Rate for the DEI prompt on the ASA**

| Type of ASA Responses          | 2021         | 2022         | 2023         |
|--------------------------------|--------------|--------------|--------------|
| Total ASA responses            | 581          | 623          | 648          |
| Total ASA DEI prompt responses | 159          | 141          | 343          |
| <b>Response Rate</b>           | <b>27.4%</b> | <b>22.6%</b> | <b>52.9%</b> |



**Figure 1.** This graph shows the number of employees who reported specific types of DEI engagement on their 2023 ASA. Many employees reported more than one type of DEI engagement.

## New 2024 ASA DEI Prompt

For the **2024 ASA DEI prompt**, employees can choose the activities that they participated which help to forward any of the CIRES DEI strategic imperatives. Examples are included to help define categories. Employees can choose all that apply.

- Personal learning**
- Outreach**
- Hiring Improvements**
- Recruitment**
- Mentorship**
- Workplace Culture**
- DEI Committee member**
- DEI Leadership**
- Accessibility**

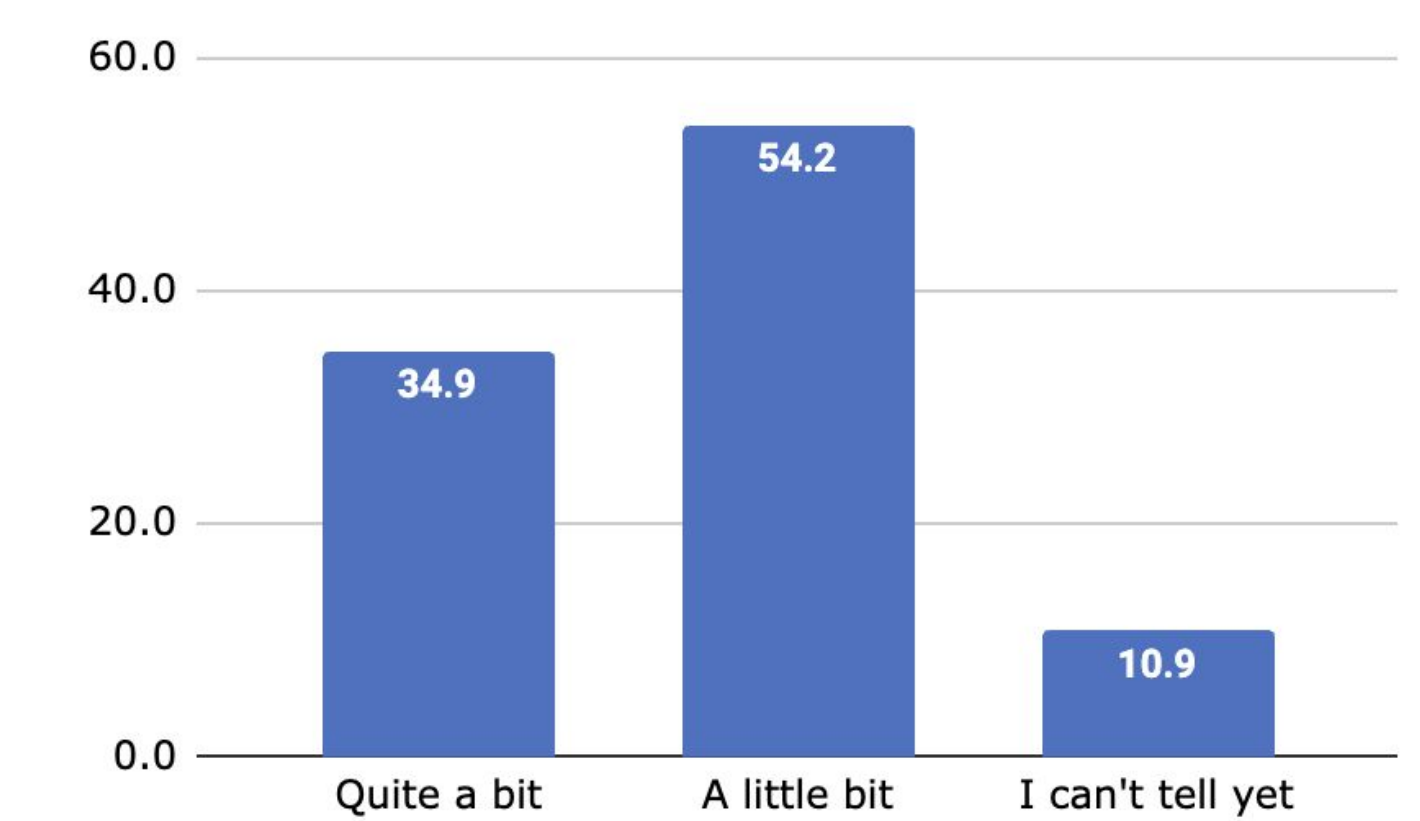
## Evaluation of Impact



**James Rattling Leaf**  
CIRES Tribal Advisor

### "Utilizing Cultural Intelligence to advance Tribal engagement and partnership"

January 2024



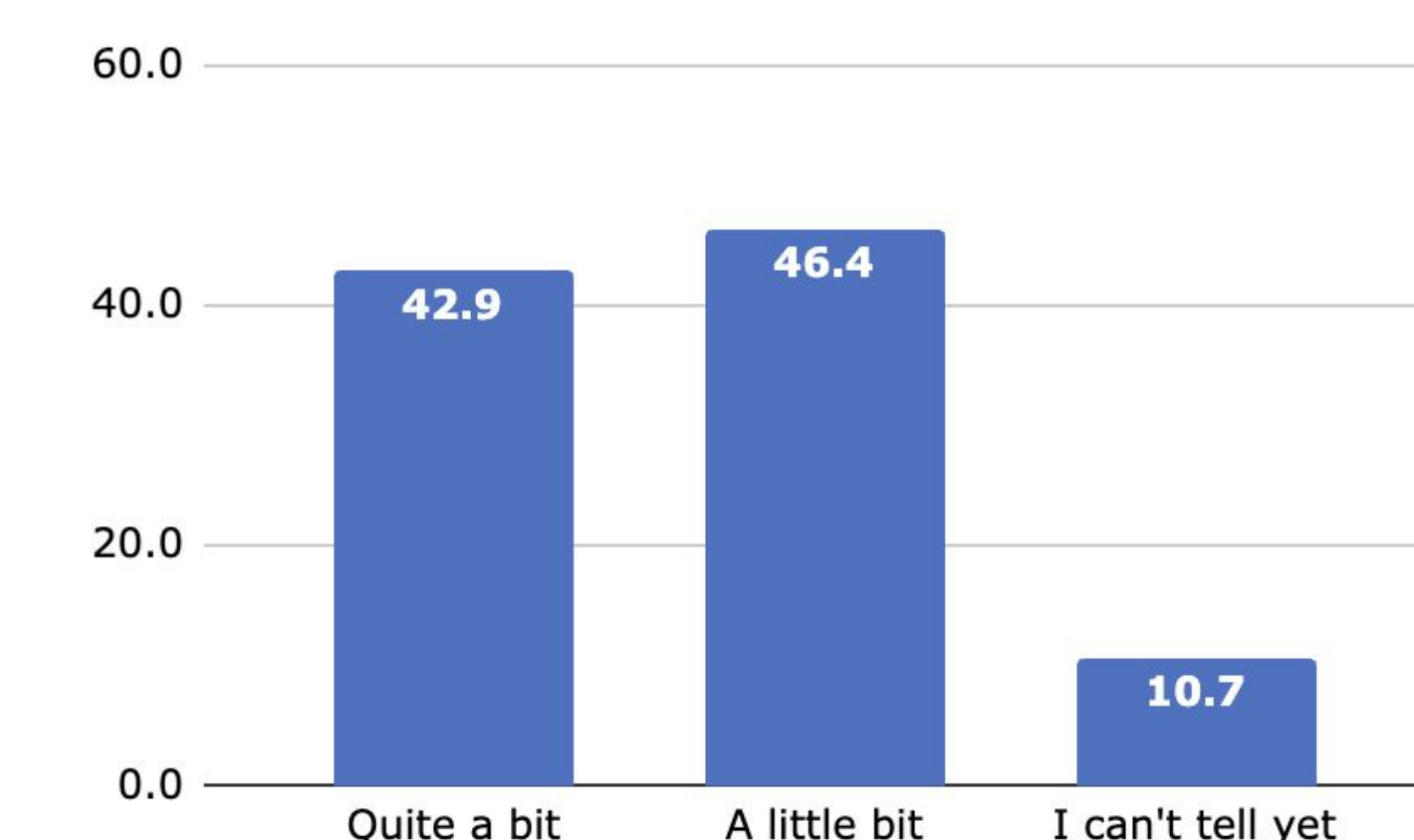
**Figure 2.** After the seminar, participants rated how much more comfortable they feel discussing "cultural intelligence" with a colleague



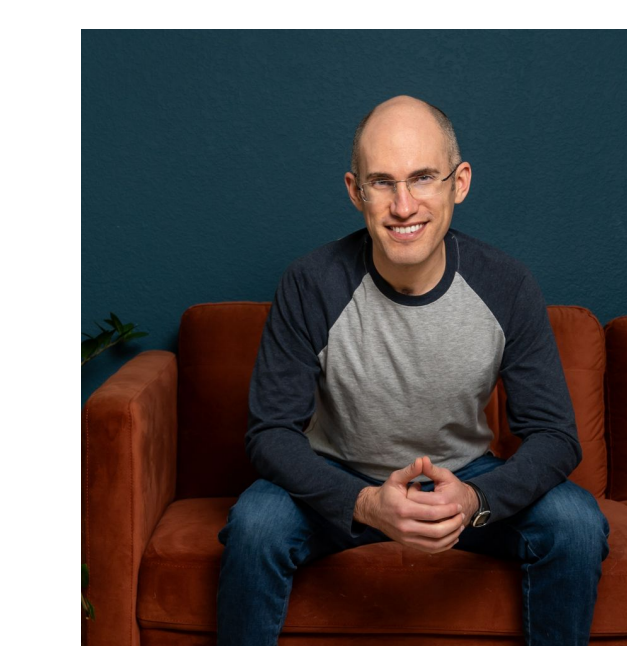
**Kristen Aponte**  
NSF NCAR Assistant Director of Diversity, Equity, and Inclusion

### "NCAR Approach toward more inclusive scientific research engagement", in collaboration with GML

February 2024



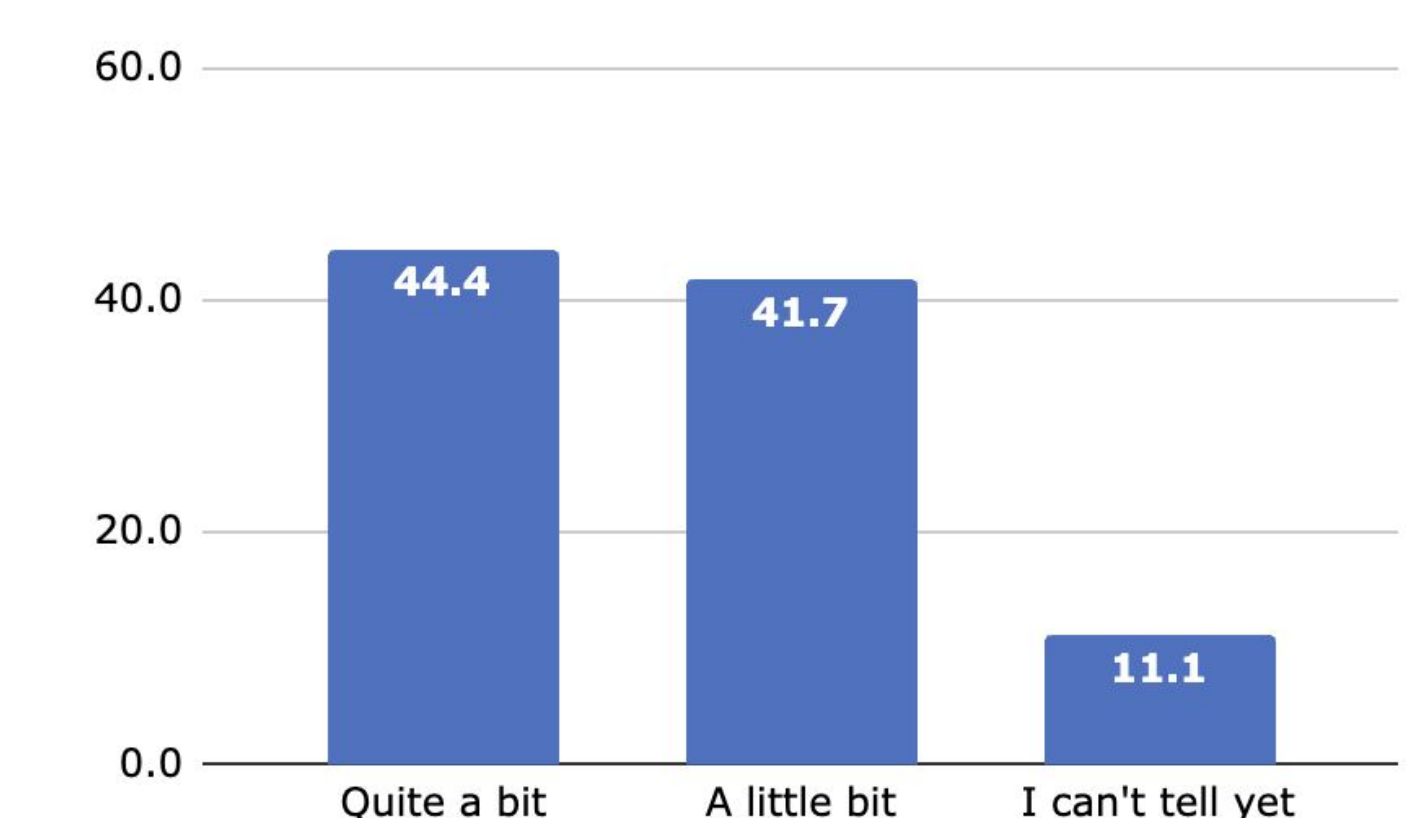
**Figure 3.** After the seminar, participants rated how much more comfortable they feel discussing "inclusive scientific research engagement" with a colleague



**Dan Carmeli**  
Neurodiversity coach, trainer, consultant, and community organizer

### "Neurodiversity in the workplace", in collaboration with GSL

April 2024



**Figure 4.** After the seminar, participants rated how much more comfortable they feel discussing "neurodiversity in the workplace" with a colleague

## Resources for the CIRES DEI Program



Sign up for the bimonthly CIRES DEI Newsletter!

### CONTACT INFORMATION:

**Becca Edwards** (she/her)  
 CIRES DEI Director  
 becca.edwards@colorado.edu  
 becca.edwards@noaa.gov